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SERIAL NO. 09/895,886
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FROM: Joseph T. Van Leeuwen
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Docket No. AUS920010236US1 Serial No. 09/895,886 Atty: LAV / JVL

Applicant: Calderaro, et al.

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Joseph T. Van Leeuwen
Joseph T. Van Leeuwen

7/9/05
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- Information Disclosure Statement;
 Modified form 1449 listing 5 references;
 copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- This IDS is being filed pursuant to CFR § 1.197(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. A duplicate copy of this sheet is enclosed.
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- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By *Joseph T. Van Leeuwen*
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<i>Joseph T. Van Leeuwen</i> Joseph T. Van Leeuwen	<i>7/9/05</i> Date

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DATE: July 9, 2005

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:
Calderaro, et. al.
Serial No.: 09/895,886
Filed: June 29, 2001
Title: System and Method for Improved Personnel Compensation Planning Factors

: Group Art Unit: 2164
: Intellectual Property Law Department
: International Business
: Machines Corporation
: Intellectual Property Law Dept.
: 11400 Burnet Road
: Austin, Texas 78758

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The Commissioner of Patents
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Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

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The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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In Place of FORM PTO-1449 (Modified)

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**Serial No. 09/895,886Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS920010236US1**U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 6,741,993	05-2004	Zitaner et al.	707/10	
_____	AC 6,754,874	06-2004	Richman, Ira S.	715/507	
_____	AD 5,819,231	10-1998	Tremaine, John L.	705/7	
_____	AE 6,269,355	07-2001	Grimse et al.	706/46	
_____	AF				
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FOREIGN PATENT DOCUMENTS

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OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

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